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saying that it is not a criteria that can be used in that evaluation. I wonder if that isn't a fair description of what most of us would think? Look, I'm...even for those who don't want to pick up the mantle on the discrimination issue, I think they'd say, look, it's just not on the radar. Oddly enough, the idea for this came to me from a conversation with Phil Erdman. Phil said to me the other day, said, wait a second, you know, I don't think being gay would be part of a just cause; I don't you could get somebody fired for that. And I thought to myself, you know, while I think that might be true, we never say it anywhere. We never say what would be or would not be just cause for this. Being lazy, being insubordinate, not doing your job well, being unskilled, being rude to the public--just cause. Calling attention, you know, to yourself; not doing your job? Absolutely. This, however, is a factor that's simply irrelevant. It's not a factor to take into account. The failure of our employees or their virtues are measured in some other level than this. It's their productivity. It's their willingness to be helpful. It's their going the extra mile or their failure to do any of those things. This is simply irrelevant. And for that reason, rather than to put it in terms of discrimination or nondiscrimination, I want to read to you again what this says. The state of Nebraska declares that when it is acting as an employer...in other words, we're not speaking about anybody in the private sector of anybody else, just ourselves. And, by the way, we are the managers of state government. We're the ones who get to declare our policy. And speaking only for our employees, when it's acting as an employer, sexual orientation is irrelevant in personnel matters. Well, what I assume is that we're not going to ask on a questionnaire. Now, we would all, I think everybody in this body, would say, you know what, it shouldn't be on a personnel hiring form. I think we'd all say that, wouldn't we? That's what I'm saying here. You're right. Then let's just say that out loud. It shouldn't be on a personnel application: Are you straight? Are you gay? Shouldn't be there. Sexual orientation is irrelevant in personnel matters and shall not be a criteria in determining just cause for hiring, firing, promotion, demotion, and other personnel matters covered by its employment contracts with its employees or other employee-employer relationships. Understand, it's where the Nebraska state